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BCTGM *News*

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Happy Holidays

to our BCTGM Family!





the PRESIDENT'S MESSAGE THOUGHTS for the SEASON

With the arrival of a new holiday season, our thoughts naturally turn to family, friends and faith. At this time of year, we also give thought to and offer prayers for our fellow citizens who are facing difficult times, particularly those who are out of work.

As our nation continues to face very serious economic challenges and so many working families are having trouble making ends meet, we hope that our political and governmental leaders are devoting their thoughts at this time to enacting bold and effective strategies for putting our people back to work in good jobs with strong wages and benefits.

While millions of working men and women continue to struggle to provide food, clothing and shelter for their families, Republican leaders and many newly-elected U.S. Representatives and Senators are more interested in extending tax cuts for the ultra-rich than they are in alleviating the hardship of working people who have been battered by the worst economic conditions in 80 years and continue to fall further and further behind economically.

If the leaders of our government truly want to improve the lives of working people, the first step they would take this coming January would be to eliminate the tax breaks and other economic incentives the government provides to companies that close our factories and move production to Mexico, China and other low-wage countries around the globe. These tax breaks combined with so-called "free" trade agreements, such as NAFTA and CAFTA, have devastated our manufacturing sector, destroyed millions of good jobs and dealt a body blow to the middle class in both the United States and Canada.

For nearly three decades now, the most powerful people in this country—in corporate boardrooms, plush office suites on Wall Street and in the corridors of influence in Washington—have collaborated to enact these policies in order to enrich themselves and fill corporate coffers with absolutely no regard for the well-being of the rest of society.

Our Union knows all too well the hardship caused by these greedy policies. Thousands of BCTGM members at countless companies have been victimized as their jobs have been sacrificed by employers seeking the cheapest labor they can find anywhere they can get it.

I cannot think of another policy action that would do more to put people back to work, improve the lives of our fellow citizens and help families get back on their feet than putting an end to this outrageous policy whereby taxpayers, working people, are forced to pay for their own plant closings and job loss.

We can no longer stand idly by while neighbors lose their homes and livelihoods because decision makers refuse to stand up to corporate greed. This is a national tragedy that has gone on far too long!

Instead of taxpayers rewarding these unpatriotic corporations, it is time for a new approach that benefits all of our citizens and not just the rich and powerful.

Immediately upon taking office in January, the new Congress should pass, and send to the President, legislation that encourages and rewards only those companies that build new factories, invest in existing plant and equipment and create jobs here at home.

The only way to give sustained energy to the economy is to revitalize the middle class through widespread job creation in manufacturing. In doing so, communities would be strengthened, public education would be improved and states, cities and towns would have the necessary resources to provide critical public services for our citizens.

On this approach, there should be solid agreement across the political spectrum, between Democrats, Republicans and Independents alike. The only politicians who could possibly be opposed would be those "phony" patriots who were elected to office claiming to care about American workers but whose real interest is in expanding corporate power and profits.

We hope that at this special time of year, in the season of giving, our national leaders are devoting their thoughts to those who only want an opportunity to provide for their families, but are not able to because they cannot find work.

Imagine how the citizens of the country would feel seeing our political leaders put aside their differences and come together, finally, to create jobs and put people back to work. And if they did so, then at this time next year fewer of our citizens would be in unemployment lines and more would be earning paychecks to provide for their families—buying groceries and the kids' clothes, paying the mortgage and utility bills and sending in that tuition payment so a son or daughter can go to college.

This is where our thoughts are today because the BCTGM believes that a good job is a fundamental right of every citizen.

Best wishes to the entire BCTGM family for a joyous holiday season and a prosperous, healthy New Year!

Frank Hurt

BCTGM International President



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Sen. Brown Visits BCTGM Members at Dannon Yogurt

If we don't make things in the United States we decline as a country, and for 30 years we've forgotten that lesson," Senator Sherrod Brown (D-Ohio) said following a October 4 tour of the Dannon Yogurt plant in Minster, Ohio where members of BCTGM Local 19 (Cleveland) work.

Brown's visit to Minster was part of his "Made in Ohio Tour," which began in August. The plant tour by the Senator was arranged by the BCTGM International Union, including coordination by International Representative John Price and officials from Local 19.

After touring the production floor, Brown met briefly with about 50 Local 19 Dannon workers, assuring them he would work to help companies looking to expand in Ohio. During the meeting, company officials announced Dannon's plans to add an expansion to the Minster plant that will add six to seven new lines and an additional 100 full-time workers.

Calling Senator Brown, "The Real Deal," Price noted that the Senator took time to speak individually with union members, including stopping during the tour to personally thank and congratulate shop steward Bob Steinke for his hard work in the effort to organize the Dannon workers. "Sherrod Brown doesn't just want to see more jobs in Ohio—he wants to see good jobs where workers are treated with dignity and respect and have a right to organize as a union," says Price.

Also, the Senator extended special thanks to Shop Steward

Greg Meier, a Purple Heart recipient, for his service to his country as a veteran of the war in Iraq. During the meeting, Brown asked the group to honor and reflect on the many soldiers who have died in the line of duty and to applaud

24 months of payroll tax relief to employers for each job brought from overseas to the United States. The legislation would also close loopholes that provide companies with tax breaks for outsourcing manufacturing jobs.



Pictured here from left to right is L. 19 Bus. Agt. Jim Franklin, Intl. Rep. John J. Price, Sen. Sherrod Brown (D-Ohio), L. 19 Bus. Agt. Bob Mitcheal, Dannon Stewards Greg Meier and Jim Walterbusch.

Meier's courageous efforts. The Purple Heart is a United States military decoration awarded in the name of the President to those who have been wounded or killed while serving with the U.S. military.

Meier is the worker who initially requested union recognition, which led to the successful campaign to organize the Minster workers.

Senator Brown has been a leader in federal efforts to revitalize Ohio's manufacturing base. In early October, the Senate voted on legislation championed by Brown that would help save Ohio manufacturing jobs. The legislation, known as the Creating American Jobs and Ending Offshoring Act, would provide

"Dannon is making healthy foods for households across America right here in Ohio. Dannon has been a fixture in western Ohio for more than forty years and workers here are keeping this economy going. But we need to do more to ensure our children will have manufacturing jobs that pay good wages and provide for a middle class family," Brown said in a press statement following his visit. "We need multi-pronged strategy that acknowledges the challenges we face today and addresses these challenges in a systematic fashion. We need everyone to help, and I think the workers and management at Dannon are helping to show us the way."

Tia Rosa Bakery Workers Say

Widespread community support, worker education and rank-and-file activism led to an inspiring organizing victory on November 19 when Tia Rosa Bakery workers in Grand Prairie, Texas, voted to become members of BCTGM Local 111 (Dallas).

Workers at Tia Rosa Bakery, owned by Bimbo Bakeries U.S.A., produce tortillas and a variety of sweet goods and sweet breads.

The organizing campaign began the last week of August and soon after, the company began holding anti-union captive audience meetings.

However, according to lead organizer BCTGM International Representative Cesar Calderon, it was the last two weeks that defined the worker's victory. According to Calderon, Tia Rosa's organizing committee together with BCTGM rank-and-file organizers, "worked intensively house calling, educating and inspiring union support among employees and the community."

BCTGM International Vice President Anthony Johnson and Calderon conducted union informational seminars designed to educate Tia Rosa workers and Local 111 union stewards on organizing and community activism. "These seminars were fundamental in establishing a foothold towards

achieving this victory. The workers were very eager to learn and in the end, it led to a win for the workers," reflects Johnson.

"The committee members and union supporters employed at Tia Rosa gained confidence and shed fears as union stewards, rank-and-file BCTGM organizers, community, religious and political leaders from the area joined in the organizing effort. This support encouraged them and demonstrated true solidarity during the organizing process," says Calderon.

Texas State Representative Roberto Alonzo (D-104), during a press conference in Arlington, Texas on September 15, assured the Tia Rosa workers that "under Section 7 of the NLRA, workers have the right to form, join and assist a union for the purpose of collective bargaining as stated in the Act. These are workers' rights guaranteed by Federal Labor Law in America."

Calderon said a crucial event and turning point in the campaign came when he and the organizing committee members made two appearances on a Spanish language television program, called *Contacto Inmigrante*, broadcast live on a local cable channel. They discussed their organizing struggle, labor laws and how they affect immigrant workers,

and answered questions from viewers that called in.

During one of the interviews, organizing committee member Rafael Ayala stated that the first thing workers would gain by organizing is that they would no longer be employees at will. He explained that by joining the union, workers would finally have the right to bargain collectively instead of trying to negotiate with the employer individually. Finally, Ayala said, workers would be treated with dignity, justice and respect. After the first successful broadcast of the Tia Rosa committee, Johnson and Calderon invited and challenged the company to a live televised debate. The company did respond for the next broadcast, which left a lasting impression on the workers and the community. According to Calderon, these televised appearances helped educate, motivate and stir sympathy in favor of the workers

The organizing committee celebrates their victory.



The Nov. 15 organizing meeting with the Tia Rosa org. committee included rank-and-file organizers and L. 111 stewards who explained the benefits of BCTGM membership to the bakery workers.



BCTGM News

“UNION YES!”

and their efforts to join the union for a better life.

Calderon praised the “incredible” support given to the Tia Rosa workers by the Hispanic community, as well as numerous religious and civic leaders. “This was a community-wide effort that went above and beyond our organizing committee,” reflects Calderon. “It was the scores of volunteers whose involvement with the organizing campaign was indispensable,” he concludes.

Tia Rosa organizing committee members included Gilberto Flores, Jorge Orozco, Jose Salmeron, Samuel Balderas, Rafael Ayala, Danery Martinez, Adolfo Estrada, Gulibardo Perez, Bernabe Guia, German Brizuela, Alicia Flores, Sandra Villa, Ester Flores, Guadalupe Garcia, Marta Umanzor, Maria Elena Castillo, Maria Yopez, Patricia Jimenez and Dina Morales.

Rank-and-file organizers in this campaign included

Union stewards from the Bimbo bakery in Fort Worth, Tex., Sara Lee and Bridgford Foods Bakeries in Dallas attended the Nov. 15 organizing training conducted by Intl. Vice Pres. Tony Johnson and Intl. Rep. Cesar Calderon.



Texas State Rep. Roberto Alonzo (D-104) presented organizers with awards recognizing their excellence in labor and community activism during the campaign. Pictured here (from left to right) is Jose Salmeron, Jorge Orozco, Gilberto Flores, Samuel Balderas, Francisco Escobedo, Magaly Seguil, Rep. Alonzo and BCTGM Intl. Rep. Cesar Calderon.

Martha Kiblinger from BBU in Fort Worth, Tex. and Claudia Chapa and Victor Bernabe from Sara Lee Group Bakery in Dallas. Local 111 stewards who volunteered their time to speak and participate in this campaign were Joe Carranco, Javier

Martinez, Jeff Randall and Ben Treviño Jr. from Sara Lee Group

Bakery in Dallas; Michael Hines, Daniel Moreno, Bridgette Alaman, Jerry Carrington and John Carrington from the Bimbo Bakeries USA Fort Worth facility. “Their dedication and hard work was undeniably essential to this organizing campaign’s success,” reflects Calderon.

“As an immigrant and Latino, I have experienced firsthand the hardships and exploitation immigrant workers go through. Tia Rosa’s work force is ninety-nine percent Latino from Mexico, El Salvador, Honduras and Dominican Republic. Despite the varying nationalities and cultures, this group came together and worked towards one objective and they succeeded. People throughout the area learned that WORKERS are WORKERS—no matter what language they speak, where they come from or what their legal status is. The overwhelming conclusion was that all WORKERS deserve to be treated with dignity, justice and respect,” concludes Calderon.



It's Up to Us—**TOGETHER**

Before signing the Declaration of Independence, Ben Franklin immortalized one of my favorite quotes: “We must, indeed, all hang together, or most assuredly we shall all hang separately.”

I don't think that's too melodramatic a statement for union members to consider today. We know we're in a political bulls-eye and that the goal of our opponents is to tie us up with defensive battles—in Washington, D.C., and in the states—because they think that will weaken our offensive for jobs, good living standards and an economy that works for all.

It's a perilous time—but one that is also ripe with opportunity. Right now, the American people, who repeatedly have voiced their desire for change, are hungry for leadership.

Someone has to turn this economy around—fast, before working families lose more jobs, more homes, more opportunity for a decent future for their children.

And it's not going to be the political lap dogs for Wall Street and the rich—they're not going to fix this economy. It's not going to be the conservative ideologues or the haters.

This job falls to us—a united American labor movement.

The corporate agenda we've lived under for the past three decades and the recent economic collapse have left our unions bruised, smaller than we should be. So we have to be stronger than we've ever been to meet this responsibility.

That means hanging together. It means solidarity.

It means fighting together united by our common beliefs. It means giving one another the courage to take on those offensive fights. It means growing. And it means refusing to be divided.



“If we only fight our own battles, we're in danger of winning none.”

— AFL-CIO President, Richard Trumka

For decades, we witnessed the erosion of our manufacturing sector—the outsourcing of good, middle-class jobs. That didn't just hurt manufacturing workers. It hurt every one of us. It destroyed whole communities, fractured families, gutted the middle class and hollowed out our economy.

When President Reagan fired the air traffic controllers, it wasn't one union that was harmed. The message was clear to all of us: “Shut up. We make the rules and you can take them or take a hike. You can't stand up to us—we'll knock you down.”

When public employees are attacked because they have pensions and health care benefits, those pensions and benefits—which should be a basic right—are pushed further out of everyone's reach.

Solidarity has always been essential in our movement—but never more than now. Sisters and brothers in one state will be fighting right-to-work for less proposals; in the next state over, they'll be fighting for a Made in

America law. Building trades workers may face attacks on prevailing wages, while public employees are threatened with layoffs and transportation and manufacturing workers demand

green energy jobs in this country. And everywhere, unions will be helping workers organize and grow our movement.

If we only fight our own battles, we're in danger of winning none. And we certainly won't demonstrate the leadership America is counting on us for.

And when I say “leadership,” I'm not talking about me, or even your union president. I'm talking about **you**. As our political program demonstrates year after year, nothing is more powerful in turning co-workers into activists than your face-to-face, heart-to-heart conversations. That's leadership.

We have so much to do in the coming months and years. And it's a core of our history, of all we stand for, that the way we win is by winning together.

So hang together. Stand together. Fight together. Lead together. And no one—no one—can tear us down.

Sugar and Milling Locals

Focus on Bargaining

During one of the most productive and profitable sugar beet harvests in recent memory, local union officers and stewards from sugar beet and grain milling locals throughout the Red River Valley gathered in Moorhead, Minn. in mid-October for a two-day seminar.

The training, led by BCTGM International Vice President Steve Bertelli and BCTGM International Research and Education Director Raymond Scannell, focused on leadership development and preparation for negotiations.

Officers and shop stewards from eight different BCTGM locals representing workers employed by American Crystal Sugar, CHS, ConAgra, Minn-Dak Farmers Cooperative, North Dakota Mill & Elevator, United Sugars, and Southern Minnesota Beet Sugar Cooperative participated in the training.

The primary focus of the seminar was bargaining strategies and tactics, a topic that was wholly embraced by the participants, many of whom will be going into negotiations in the next year. Some of the issues that were discussed were community and political outreach, strike and lockout preparation, corporate and industry research tactics, and communication strategies.

According to Bertelli, the locals were very eager to put what they learned into practice. "These locals understand they have to put the time and energy into their preparations, into mobilizing their memberships and reaching out to community and political allies. The locals that have negotiations within the next year are chomping at the bit," said Bertelli.

For officers and stewards from some of the sugar beet companies, the reports in local papers about the record sugar beet harvest was positive news for upcoming negotiations.

According to John Risky, President of BCTGM Local 167G (Grand Forks, N.D.), the great harvest should be a winning situation for both sugar beet companies and their employees. "This record haul has been a lot of work for our hard-working sugar beet members, but it's well worth it because it's a huge boon to our companies, our members, the farmers and our communities," said Risky.

The BCTGM Locals that took part in the seminar included Locals 13G (Hastings, Minn.), 62G (Mankato, Minn.), 167G (Grand Forks, N.D.), 265G (Chaska, Minn.), 267G (Crookston, Minn.), 372G (Hillsboro, N.D.), 369G (Renville, Minn.), and 372G (Hillsboro, N.D.).





Enjoy a BCTGM-Made Holiday Season

Delight your friends and loved ones with holiday treats made by hard-working BCTGM members! Listed here is a sampling of the BCTGM-contracted companies that produce seasonal specialties....



Annabelle Candy Company

Holiday seasonal specialties and bag candy including union-made candies like Rocky Road, Abba Zaba, Look, Big Hunk and U-No.

BCTGM Local 125
(San Leandro, Calif.)



Brown & Haley

Holiday gift boxes, baskets, tins and packages filled with the company's renowned Almond Roca, Cashew Roca, Mocha Roca, Sugar Free Almond Roca and Candy Cane Roca.

BCTGM Local 9 (Seattle)



Concord Confections, Inc

Double Bubble Bubble gum and gumballs in festive packages.

BCTGM Local 264
(Toronto, Ontario)



Dare Foods Limited

A variety of gums, jellies, hard candy and gift tubs including festive bags with "To/From" gift tags. Products include Icy & Spicy Mints, Snowdrift

Mints, a range of festive colored Ju Jubes and Dare's Scotch Mints.

BCTGM Local 264 (Toronto, Ontario)

Frankford Candy & Chocolate

Holiday candy toys, gift baskets, tins, boxes and packs filled with gums, jellies, hard candy, molded filled, hollow and solid chocolate under the Frankford name.

BCTGM Local 6 (Philadelphia)

Ghirardelli Chocolate Company



Holiday chocolate gift baskets, tins, boxes and packs filled with Ghirardelli brand chocolate.

BCTGM Local 125
(San Leandro, Calif.)

Hershey Foods Corp.

Festive packaging for union-made Hershey's Kisses, Hershey's Milk Chocolate Bars, and Hershey's Milk Chocolate with Almond Bars.

BCTGM Local 464
(Hershey, Pa.)



Jelly Belly Candy Company

Holiday gift boxes, tins, and festive packages of gums, jellies and other seasonal novelties under the Jelly Belly brand.

BCTGM Local 125
(San Leandro, Calif.)

Just Born, Inc.

Holiday Marshmallow Peeps in tree and snowman designs.

BCTGM Local 6 (Philadelphia)

New England Confectionery Company (NECCO)

Holiday tins and bags filled with BCTGM-made treats including NECCO Wafers, Clark bar, Sky Bar, Candy Cupboard Chocolates,

Masterpiece Chocolates, Wrapped Foil Mints, Mary Jane Bags, Peanut Butter Kisses, Haviland Thin Mints, Chocolate Covered Peanuts, Raisins and Bridge Mix, Chocolate Peanut Clusters, Chocolate Nonpareils, and Mighty Malts Malted Milk Balls.



BCTGM Local 348
(Framingham, Mass.)

Nestle Chocolate

Holiday hard candy, molded solid chocolate, tins and festive packages filled with Nestle Treasurers, Laffy Taffy, Flips Pretzels, Kathryn Beich specialty candy, Baby Ruth, Butterfinger, BB's and Pearson's Nips.



BCTGM Local 1
(Chicago) and
Local 342 (Bloomington, Ill.)

Pearson's Candy Company

Holiday tins, bagged and chocolate mints including The Nut Goodie Bar, Salted Nut Roll, Pearson's Mint Patties, and Flurries.

BCTGM Local 22 (Twin Cities, Minn.)

Sconza Candy Company

Red, White & Green Chocolate Jordanetts, Christmas Bell Jellies and Rings, Reindeer Corn, Red, White & Green Boston Baked Beans, Sprinkled Christmas Tree Pretzels.

BCTGM Local 125
(San Leandro, Calif.)

See's Candies



Holiday tins, baskets and boxes filled with hard, soft and nut chocolate candies, peppermint twists, fudge and foil chocolate.

BCTGM Local 125
(San Leandro, Calif.)

Tootsie Roll Industries, Inc.

Tootsie Roll brand candies.

BCTGM Local 1 (Chicago)



Holiday Gift Ideas for Union Activists

Union Communication Services, Inc., (UCS), founded in 1981, is a 100 percent union shop that publishes and distributes steward education materials, labor news, graphics and books that help union members and activists be effective participants in their respective unions as well as within the labor movement. You can explore the diverse selection of union activist publications online by clicking on the "Bookstore" tab at <http://www.unionist.com>. You can order all titles listed below online. The following book reviews were provided online by union represented writers at UCS.

Children's Books

Joe Van der Katt and the Great Picket Fence

By Peter J. Welling

In the fictional town of Litterbox in New York's Catskill Mountains, J. Paul Kitty and the other fat cats have all the money and power until the poor cats get organized and demand fair pay and better working conditions. The employees at Cat's Cradle Company eventually triumph when, led by fellow cats Joe Wobbly and Gompers, they build a picket fence for the owner but don't make a gate. (Hardcover, \$15.95)



The Night Worker

By Kate Banks, illustrated by Georg Hallensleben

Written for children ages two through six, *The Night Worker* tells the story of Alex, whose Papa one night presents him with his very own hard hat and takes him to the construction site where Papa works as an engineer. (Hardcover, \$16.00)

Books for Labor Activists

There is Power in a Union: The Epic Story of Labor in America

By Philip Dray

This sympathetic, thoughtful and highly readable history of the American labor movement traces unionism from the textile mills of Lowell, Massachusetts in the 1820s to organized labor's decline in the 1980s and struggle for survival and growth today. The book is illustrated with dozens of photos, posters and more. (Hardcover, \$35.00)



Slim to None: A Lenny Moss Mystery

By Timothy Sheard

In this fourth mystery novel featuring union steward Lenny Moss, the intrepid union activist finds himself pulled into another murder investigation and confronts the darkest hour of his life: a lifelong friend may turn out to be his mortal enemy. As if he doesn't have enough to handle, the hospital custodian continues to struggle with the institution's management to defend the interests—and very lives—of his

brother and sister union members. (Paperback, \$15.00)

Labor Music

The following CDs can be ordered through the Labor Heritage Foundation's online store, <http://store.laborheritage.org>.

NYC Labor Chorus: Hats Off To Labor!

The newest CD from one of the world's most political labor choruses, the NYC Labor Chorus. This CD is a tribute to labor across the world. Price: \$15.00

Rabble Rousers: New Hard Times

Inspired by the international labor movement, this CD contains new music that focuses on current issues, especially relevant to the current hard times experienced by many workers. Price: \$12.97

Spook Handy: Whatcha Gonna Do?

The music is fun, upbeat, and tells stories about the world we live in today. Price: \$12.00

Notable Quotes

“The president has to make clear whose side we’re on. The Republicans want to privatize Social Security and cut Medicare. Democrats are on the other side, advocating for the middle class. We need to affirmatively and strongly make that contrast.”

Senator Sherrod Brown (D-OH) on getting the Democratic message out to voters after the mid-term election losses.

“If they continue to say, ‘No, no, no, couldn’t, wouldn’t, shouldn’t, can’t, won’t’ for two years, we’ll be sitting here after the next election, I’ll be smiling, they’ll be frowning, because they will have done exactly what the American public said you shouldn’t do.”

AFL-CIO President Richard Trumka on the newly elected Republicans in Congress.

“Policy responses to outsourcing should create jobs for all who want them, as well as job rights for workers around the globe, so that corporations cannot drag down labor standards for all workers by exploiting a few.”

Excerpt from a new report by Working America and the AFL-CIO, “Sending Jobs Overseas: The Cost to America’s Economy and Working Families.”

“If the U.S. and the E.U. can present a united front and oppose unfair working conditions among our nations, our actions will not only benefit our workers and employers, but also give hope and courage to others around the world who seek workplace reform.”

David Michaels, Assistant Secretary of Labor, OSHA speaking at the Sixth EU-U.S. Joint Conference on Health and Safety at Work in Boston.

“The real-world experience of other free trade agreements implemented by Canada does not support the hope that a free trade agreement with the EU is the way to make that unbalanced relationship more beneficial to Canada.”

Jim Stanford, author of new highly critical report on a proposed free trade agreement between Canada and the European Union that he fears will widen Canada’s existing trade deficit with the EU.

“On average, FDA inspects less than a quarter of food facilities each year, and the number of facilities inspected has declined over time.”

Finding from a new report by the Department of Health and Human Services, Office of Inspector General.

“Workers are under enormous pressure to not report when they are hurt. One of the problems is hazardous conditions are not identified and reported to authorities.”

Peg Seminario, AFL-CIO, safety and health director, after companies that had received safety awards based on few to no recordable injuries, were soon-after involved in horrific accidents like the Upper Big Branch Mine disaster (Massey Energy Co.) and the Gulf Coast oil rig explosion (Transocean).



CLC President Addresses

29th Quebec Federation of Labour Convention

Canadian Labour Congress President Ken Georgetti, addressed more than 1,500 delegates to the Quebec Federation of Labour's 29th convention in Montreal, Quebec in late November. BCTGM locals attending the convention included Locals 227 (Montreal, PQ), 235-T (Montreal, PQ), 480 Ste-Marie, PQ) and 550 (Lachine, PQ). Printed here are excerpts from Georgetti's keynote speech.

Sisters and Brothers, it is my pleasure to bring you greetings of solidarity from the Officers and 3.2 million workers who are members of the Canadian Labour Congress. It truly is an honour to speak with you today and I thank your president Michel Arsenault for the opportunity.

Today I want to briefly tell you about the CLC's most ambitious and important campaign in decades—to dramatically improve retirement security for every worker in Quebec and Canada. Although there are some small differences between the CLC plan and that of the FTQ, our goal is the same: To protect workers' pensions; To raise seniors out of poverty; And to significantly improve the future retirement benefits for all workers.

Unfortunately, the prospect of retirement actually scares most Quebecers and Canadians. They see ahead of them not their golden years...but poverty fears. And even more sadly, they are right to be worried.

Today more than 1.6 million Canadian seniors are living in poverty, with income below

\$16,000 a year. Here in Quebec, seniors have the highest rate of poverty in the country and Montréal has the highest rate of poor seniors of any major urban centre in Canada. What a shameful, unacceptable situation!

Billions of dollars were lost in the financial meltdown caused by corporate greed and the failure of governments to regulate banks, financial institutions and corporations. Do Canadians really want to gamble with their retirement security that way? No, not at all.

Only one in four taxfilers in Quebec bought RRSPs in 2008. Almost 60 percent of Quebec workers are not covered by a workplace pension. Meanwhile, the 41.5 percent of Quebec workers who actually have pensions—mostly unionized workers—are under attack.

Employers are scrapping defined benefits pension plans and replacing them with defined contribution or RRSPs—which

both have the same high risks as the markets. It's a grim picture.

Fortunately, the CLC has a better plan—we want to double Canada Pension Plan benefits for all workers. The CLC plan also has the same demand as the FTQ plan—to immediately raise Guaranteed Income Supplement benefits by 15 percent in order to lift those 1.6 million seniors out of the poverty they are now trapped in.

The Canadian Labour Congress is also fighting for federal pension insurance—to protect our workplace plans.

We insure our lives, our homes, our vehicles and our jobs—but not our pensions! It is time for pension insurance.

And we must fight back against the greedy employers who want to eliminate our defined benefits pension plans and force workers into inferior defined contribution pension plans.

Some employers and right-wing politicians say the CLC and FTQ plans are too expensive—but it's not true. And now—I am very pleased to say—Federal Finance Minister Jim Flaherty and most provincial finance ministers have said they support expanding the Canada Pension Plan.

So sisters and brothers—this is our time to demand progressive change. And I know that with your strong support—working together—the CLC and the FTQ can ensure that all workers can retire with dignity and security... and we can lift all our seniors out of poverty.



SUMMARY ANNUAL REPORT FOR THE BAKERY AND CONFECTIONERY UNION AND INDUSTRY INTERNATIONAL HEALTH BENEFITS FUND

This is a summary of the annual report of the Bakery and Confectionery Union and Industry International Health Benefits Fund, EIN 53-0227042, Plan No. 501, for the period January 1, 2009 through December 31, 2009. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The Joint Board of Trustees of the Bakery and Confectionery Union and Industry International Health Benefits Fund have committed themselves to pay all non-insured claims incurred under the terms of the Plan.

Insurance Information

The plan has a contract with UNICARE Life and Health Insurance Company, Inc. to pay Medicare Part D RX claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2009 were \$6,124,880.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$220,637,087 as of December 31, 2009, compared to \$199,489,694 as of January 1, 2009. During the plan year the plan experienced an increase in its net assets of \$21,147,393. This increase includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$66,269,854 including employer contributions of \$24,828,293, employee contributions of \$148,975, realized gains of \$5,936,059 from the sale of assets, and earnings from investments of \$14,929,521.

Plan expenses were \$45,122,461. These expenses included \$5,298,717 in administrative expenses and \$39,823,744 in benefits paid to participants and beneficiaries. A total of 37,572 persons were participants in or beneficiaries of the plan at the end of the year.

Your Rights To Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. an accountant's report;
2. financial information and information on payments to service providers;
3. assets held for investment;
4. transactions in excess of 5% of the plan assets; and
5. insurance information, including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write or call the office of Steven D. Brock who is the Manager of Administrative Services, Bakery and Confectionery Union and Industry International Health Benefits and Pension Funds, 10401 Connecticut Avenue, Kensington, MD 20895-3960, (301) 468-3750.

The charge to cover copying costs will be \$10.00 for the full annual report, or 25 cents per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan at 10401 Connecticut Avenue, Kensington, MD 20895-3960 and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

Additional Explanation

Additional Basic Financial Statement Information: The retiree contributions of \$14,903,998 were for extended health insurance under the plan.

Información Adicional

Si tiene dificultad en la interpretación de este Sumario del Reporte Anual, por favor escriba o llama a la oficina de Steven D. Brock, que es el Director de los Servicios Administrativos de el Bakery and Confectionery Union and Industry International Health Benefits and Pension Funds, 10401 Connecticut Avenue, Kensington, Maryland 20895-3960, (301) 468-3750.

Funds' Trustees

Following is a listing of the trustees currently serving on the boards of each Fund:

Union Trustees—Frank Hurt (Chairman), Intl. Pres.; David B. Durkee, Intl. Secy.-Treas.; Steven V. Bertelli, Intl. Vice Pres.; Anthony L. Johnson, Intl. Vice Pres.; Art Montminy, Intl. Vice Pres.; Robert Oakley, Intl. Vice Pres.; Randy D. Roark, Intl. Vice Pres.; Joseph Thibodeau, Intl. Exec.Vice Pres.

Employer Trustees—Richard B. Cook (Secretary) Cook Labor Relations Consultants, LLC; Dan Craig, Vice Pres., Labor & Employee Relations, Sara Lee North America; Thomas G. Kirchner, Sr. Director of Labor Relations, Kraft Foods; Jon McPherson, Vice Pres., Labor Relations, Kellogg Company; Lou Minella, Vice Pres., Labor Relations, Stroehmann Bakeries; John Wagner, Vice Pres., Labor Relations, The Kroger Co.

Department of Labor:

'We Need Independent Labor Media'

A Federal agency that exists to protect workers should have a proven way to get its message out. However, the mainstream media has become so biased against working people that even the Department of Labor faces roadblocks getting out news that can help workers, says a senior Department of Labor official.

While President Obama's Labor Department has an impressive list of accomplishments, most of the media doesn't bother to report on them, Carl Fillichio, the senior advisor to the Secretary of Labor for public affairs and communications, told the annual gathering of the International Labor Communications Association (ILCA).

Referring to the midterm elections, Fillichio said, "Why we fared the way we did three weeks ago is because things weren't explained enough to people. There is a great need for people to get the full story."

The role of labor media is therefore all the more vital, Fillichio noted. In many cases, the only way the Department of Labor can get its accomplishments known is through labor media.

"We battle every single day when we try to put something out," Fillichio said. "The Washington Post, the New York Times, cable television and others want to focus only on the nuts and bolts of policy issues. Nobody is really telling the true story about how this is going to affect real people, in real time, in real ways," he said.

Fillichio announced at the awards luncheon that he had hired

a staff person specifically to assist with labor media in getting DOL news out to union members.

The message was appropriate for the crowd. The ILCA, with nearly 500 members, is the only professional association of publications, websites and other forms of media produced by labor unions or about the labor movement across the country. (The BCTGM is a member.)

"Nobody is really telling the true story about how this is going to affect real people, in real time, in real ways."

To illustrate his point, Fillichio listed various Labor Department accomplishments in the last two years that the vast majority of Americans have never heard about.

According to Fillichio, the DOL has, since Solis took over, hired 720 bilingual grievance personnel, issued the largest OSHA fine in history, and, in a move unprecedented in U.S. history, completely shut down a coal mine because of worker fatalities.

"We believe that a worker doesn't have to die for a paycheck," Fillichio said.

The biggest accomplishment under the direction of Secretary Solis so far, Fillichio told the crowd, was to bring the DOL back up to pre-Bush, year 2000 standards.

"That's pathetic," he said, "but we've got to brag about that, because the previous

administration brought it so low." He noted that "the previous Labor secretary, Elaine Chao, was the only Bush cabinet member who was there in the same department for eight years." He argued that over the eight years of the Bush administration, the employees and the department itself had been "de-souled."

Fillichio reflected on the fact that Hispanic workers are killed

more often on the job than any other ethnic group. Because of this, the Department held a Hispanic health and safety conference. It was the first time an administration had ever held such a conference.

"The Department of Labor will continue fighting for working people and will assess how to best do so given the Republican takeover of the House of Representatives," said Fillichio. He added that Secretary Solis and her staff will focus especially on enforcing existing labor law.

"We cannot depend on those other people—the traditional media—to get that message out," Fillichio concluded.

The above article was adapted by a piece written by ILCA member Dan Margolis, a writer for People's World.

Local 33G Honors an Inspirational Union Activist



Pictured here (L to R) is L.33G Pres. Roger Miller, Pres. Of the Greater Louisville Central Labor Council Charles Clephas, and Bill Johnson.



Retired L. 33G Treasurer Joe Frirsch recalls the many union battles fought side-by-side with Bill Johnson.



Johnson (center) is widely regarded as inspirational by his union brothers and sisters. Pictured here with Johnson is L. 33G Retiree Nancy McDevitt (left) and L.33G Rec. Secy. Lillie Clark (right).

Bill Johnson, retired President of BCTGM Local 33G (Louisville, Ky.) was recently honored for his many years of trade unionism by his fellow union brothers and sisters and members of the Kentucky and Indiana labor movement.

Johnson became involved in the union movement in the early 1950s when he worked to help organize Indiana Farm Bureau, Goldproof and other flour mills and plants in the region. He served as chief steward at the Indiana Farm Bureau for more than 30 years before being elected as Vice President of Local 33 (now Local 33G).

In his retirement, he continues to represent Local 33G on the Greater Louisville Central Labor Council and serves on the Board. Johnson is a labor liaison to the Louisville Jefferson County Democratic Party and recently helped celebrate the election of labor friendly candidates in the 2010 elections in U.S. Rep. John Yarmuth (D-Ky.) and Louisville Mayor Greg Fisher.



President of the Kentucky AFL-CIO Bill Londrigan praises Bill Johnson for his many years of dedication to the labor movement.

Local 33G Retiree and union volunteer Nancy McDevitt, who submitted the photos and material on this page about Johnson, notes, "We wish we could bottle Bill's passion. If each one of us could have a short shot of his energy and excitement for the labor movement we'd go on forever. But in a sense, we do have it because he continues to inspire us to do more and be better union members. Thank you Bill for all of your work and dedication," writes McDevitt.

The local held a reception to thank Johnson for all of his work on behalf of the labor movement. He was toasted by local labor leaders and others within the movement and community. Pictured on this page is Johnson with various friends and family at the Local 33G hosted event.

2011 Scholarships Reminder

2011 BCTGM International Scholarship Program

A total of ten \$1,000 one-time scholarship awards will be awarded by the BCTGM International in 2011. Details and applications are available now at your local union office, through the BCTGM International Scholarship Office (301-933-8600) or downloaded from www.bctgm.org. Application deadline: January 31, 2011.

2011 Union Plus Scholarship Program

Union Plus will present one-time scholarship awards ranging from \$500 – \$4,000 in 2011. Details and applications are available now through the BCTGM International Scholarship Office or downloaded from the web at www.bctgm.org. Application deadline: January 31, 2011.





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Entertainment Discounts

Save on movie tickets and rentals, theme parks, theaters, sporting events and more.

Goodyear Discounts

Find union-made Goodyear tires made by United Steelworkers of America (USW) and save 5-10% on car service and tires. Plus union members pay less for oil, lube and filter services with Union Plus Goodyear Discounts.

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Happy Holidays!



Joseph Thibodeau
Executive Vice President

Frank Hurt
International President

David B. Durkee
Secretary-Treasurer and
Director of Organization

We wish all BCTGM members a
happy and safe holiday season!